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ALA Survey of Librarian Salaries 1989

ALA Survey Report

American Library Association
Office for Research and
Office for Library Personnel Resources

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ALA Survey of Librarian Salaries 1989

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ALA Survey Report

American Library Association
Office for Research and
Office for Library Personnel Resources

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Introduction

Librarians, the people who hire them, and interested others often ask the ALA Office for Library Personnel Resources (OLPR) to tell them what salary might be paid to a librarian in a particular position, working in a particular type of library, in a particular part of the U.S. To fill the need for information of this kind, ALA begin conducting a periodic survey of salaries for full-time professionals in academic and public libraries. Reports were published in 1982, 1984, 1986, and 1988. This report is the fifth in that series and the first to be done on an annual basis. It is our intention to conduct the survey annually in the future.

This report presents salaries paid to incumbents in seven positions commonly found in U. S. academic and public libraries. Salaries were reported as of January 1, 1989. For each of six positions, the report contains six tables, one for each of five library types and one for all five combined. The seventh position--children's and/or young adult services librarian--is shown only for public libraries. Each of the tables shows the range, mean, first quartile, median, and third quartile of salaries in four geographic regions. Salaries paid to beginning professionals are also displayed in the same way.

The 1989 report shares the following characteristics with its immediate predecessor:

- It is based on a survey of **libraries**, not individual librarians.
- It is based on a survey of **full-time professional** positions.
- It is based on a survey of **public and academic** libraries only. (Sources for salaries in other libraries are given in Appendix A).
- The public and academic library universe is stratified by the same **type/size criteria:** public libraries serving populations of from 25,000 to 99,999, public libraries serving populations of 100,000 or more, 2-year colleges, 4-year colleges, and universities. (The last category includes all institutions offering work beyond the bachelor's level).
- The nation is stratified into the same **geographic areas:** North Atlantic, Great Lakes and Plains, Southeast, West and Southwest (see Appendix D for lists of states).
- It shows **salaries paid** to incumbents as of January 1st of the survey year.
- It shows the **first quartile, median, and third quartile** for salaries paid in each type/size of library and region in addition to the mean and range (low and high) for each position reported.

The Library Research Center of the University of Illinois Graduate School of Library and Information Science performed the mailing, processing, and computer analysis of the questionnaires. ALA's OFR and OLPR used that analysis to produce this report.

Mary Jo Lynch, Director of ALA's Office for Research, directed the project and wrote this report with assistance from Margaret Myers, Director of ALA's Office for Library Personnel Resources and Jeniece Guy, OLPR Assistant Director. Myers was responsible for Appendix A and C.

We hope the results of the survey will be useful to employers of librarians who need this information in administering an equitable pay plan and to librarians seeking employment or career advancement.

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Results

The survey questionnaire was mailed to 1,461 randomly selected libraries in January, 1989. Samples were drawn from twenty groups of libraries formed by stratifying five type-of-library categories by four regions of the U.S. Appendix D describes how groups were formed and sampled. By the last week in March, usable responses had been received from 1,236 libraries, 85 percent of those selected.

The results of this survey are presented on the following pages in eight sets of tables. The first six sets present salaries paid to incumbents in positions common to both public and academic libraries. Respondents were asked to report all professional, full-time incumbents except for beginning professionals. There are three pages of tables for each position. The first table on the first page presents salaries paid in medium-sized public libraries, i.e., those serving between 25,000 and 99,999. For each of four regions of the country and for the nation as a whole, the table shows the number of positions reported (N), the lowest salary and the highest salary (range), the mean (arithmetic average), the first quartile, median, and third quartile. This pattern is repeated for large public libraries (i.e., those serving populations of 100,000 or more), and for libraries in two-year colleges, four-year colleges, and in universities (i.e., institutions offering work beyond the baccalaureate degree).

Following these six sets of tables is a smaller set for children's and/or young adult services librarian. For this position, tables are given only for the two sizes of public library and for all public libraries.

The last set of tables describes salaries paid to beginning professionals following the pattern set in the first seven sets of tables.

The following example illustrates how to interpret the tables. In the first table for the position of director--the table presenting salaries paid in medium-sized public libraries--there were 103 salaries reported from the North Atlantic region. The lowest of these was $19,750 and the highest was $91,000. When all the salaries were added together and the result was divided by the total number (103) the average or mean was $40,601. When all the salaries were arrayed from low to high, 25 percent of them fell below $32,038, the first quartile, 50 percent fell below $40,000, the median, and 50 percent were above $40,000. Seventy-five percent fell below $46,000, the third quartile, and 25 percent were above that amount. The middle 50 percent of the salaries fell between $32,038 and $46,000.

Two caveats should be observed in reading the tables. The higher the number of cases (N), the more reliable the results of the sample in giving a true picture of the total population. When the number of cases is less than twenty-five, the results should be used with caution. When the mean and the median are not close together, the mean is being influenced by some unusual values. When the mean is higher than the median, there are one or more very high salaries. When the mean is lower than the median, there are one or more very low salaries.

Director (Page 1 of 3)

Chief administrative officer of the library or library system. Plans and directs all aspects of the operation. May have job title such as Librarian or Head Librarian.

Medium-sized Public Library
(Serving a population of from 25,000 to 99,999)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=103 Range=$19,750 to $91,000	40,601	32,038	40,000	46,000
Great Lakes & Plains N=114 Range=$17,500 to $65,617	36,254	30,000	35,050	43,000
Southeast N=104 Range=$10,417 to $56,618	27,796	21,125	27,000	31,999
West & Southwest N=72 Range=$15,500 to $72,324	41,285	31,535	40,967	49,492
All Regions N=393 Range=$10,417 to $91,000	36,077	27,380	34,355	43,022

Large Public Library
(Serving a population of 100,000 or more)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=38 Range=$25,500 to $95,000	51,617	37,752	46,382	64,975
Great Lakes & Plains N=43 Range=$26,000 to $90,360	56,946	46,500	52,002	68,782
Southeast N=52 Range=$23,300 to $86,545	49,164	39,040	47,139	60,262
West & Southwest N=54 Range=$20,028 to $99,305	59,558	49,200	61,490	71,496
All Regions N=187 Range=$20,028 to $99,305	54,453	41,784	52,002	67,641

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1989

Chief administrative officer of the library or library system. Plans and directs all aspects of the operation. May have job title such as Librarian or Head Librarian.

2-Year College

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=37 Range=$19,925 to $71,072	45,212	39,400	45,000	50,948
Great Lakes & Plains N=42 Range=$25,298 to $67,813	40,434	35,643	39,386	45,600
Southeast N=48 Range=$24,036 to $55,519	37,563	32,055	37,463	41,886
West & Southwest N=64 Range=$25,000 to $67,404	44,039	36,000	43,233	51,104
All Regions N=191 Range=$19,925 to $71,072	41,846	34,689	41,000	47,893

4-Year College

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=34 Range=$23,600 to $60,292	38,800	30,500	37,815	45,000
Great Lakes & Plains N=34 Range=$21,600 to $53,000	34,772	29,034	32,323	43,300
Southeast N=35 Range=$20,000 to $52,876	35,057	26,720	34,000	44,000
West & Southwest N=28 Range=$21,032 to $60,300	36,075	28,423	35,000	40,321
All Regions N=131 Range=$20,000 to $60,300	36,172	29,000	35,000	43,300

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1989

Chief administrative officer of the library or library system. Plans and directs all aspects of the operation. May have job title such as Librarian or Head Librarian.

University

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=86 Range=$27,000 to $130,000	55,206	41,000	52,423	65,000
Great Lakes & Plains N=69 Range=$20,888 to $93,800	47,237	34,000	45,290	58,810
Southeast N=60 Range=$20,000 to $98,500	46,800	33,770	44,011	57,255
West & Southwest N=65 Range=$21,070 to $92,494	56,226	42,800	55,000	69,300
All Regions N=280 Range=$20,000 to $130,000	51,678	37,000	49,996	64,250

All Academic and Public Libraries

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=298 Range=$19,750 to $130,000	46,588	35,000	43,011	54,500
Great Lakes & Plains N=302 Range=$17,500 to $93,800	42,124	32,000	39,690	49,233
Southeast N=299 Range=$10,417 to $98,500	37,743	27,384	35,000	45,008
West & Southwest N=283 Range=$15,500 to $99,305	48,311	35,028	45,942	60,000
All Regions N=1182 Range=$10,417 to $130,000	43,623	31,900	40,919	52,090

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1989

Deputy/Associate/Assistant Director (Page 1 of 3)

Aids Director in planning and directing some or all aspects of library or library system. May manage a major aspect of the library operation (e.g., technical services, public services).

Medium-sized Public Library
(Serving a population of from 25,000 to 99,999)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=56 Range=$14,579 to $72,000	33,296	28,374	31,438	36,192
Great Lakes & Plains N=61 Range=$14,742 to $45,000	28,181	21,733	28,500	33,027
Southeast N=39 Range=$10,335 to $38,321	24,007	21,000	23,650	27,000
West & Southwest N=46 Range=$19,323 to $57,288	32,981	24,228	31,744	37,480
All Regions N=202 Range=$10,335 to $72,000	29,886	23,484	29,374	34,644

Large Public Library
(Serving a population of 100,000 or more)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=92 Range=$15,100 to $76,643	44,072	37,877	42,095	51,287
Great Lakes & Plains N=66 Range=$27,750 to $83,000	46,077	36,695	46,302	53,448
Southeast N=76 Range=$18,550 to $61,581	39,358	34,325	39,343	44,229
West & Southwest N=85 Range=$22,464 to $77,360	45,886	41,128	45,432	53,160
All Regions N=319 Range=$15,100 to $83,000	43,847	36,695	43,620	51,106

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1989

Aids Director in planning and directing some or all aspects of library or library system. May manage a major aspect of the library operation (e.g., technical services, public services).

2-Year College

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=14 Range=$23,241 to $53,462	37,497	32,300	36,800	42,000
Great Lakes & Plains N=13 Range=$18,840 to $57,700	37,187	27,672	37,000	47,490
Southeast N=19 Range=$17,220 to $48,901	31,685	25,908	31,535	35,268
West & Southwest N=15 Range=$24,000 to $66,816	39,409	26,768	32,000	62,146
All Regions N=61 Range=$17,220 to $66,816	36,091	28,000	32,813	41,333

4-Year College

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=12 Range=$20,360 to $44,923	30,607	27,128	30,554	34,067
Great Lakes & Plains N=10 Range=$17,532 to $36,969	27,069	23,920	27,350	29,329
Southeast N=14 Range=$16,640 to $40,700	25,731	19,490	22,706	32,460
West & Southwest N=14 Range=$15,100 to $51,354	29,068	22,724	27,934	30,800
All Regions N=50 Range=$15,100 to $51,354	28,103	21,600	27,934	32,460

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1989

Deputy/Associate/Assistant Director (Page 3 of 3)

Aids Director in planning and directing some or all aspects of library or library system. May manage a major aspect of the library operation (e.g., technical services, public services).

University

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=156 Range=$19,100 to $98,100	46,806	39,062	46,257	52,754
Great Lakes & Plains N=74 Range=$16,233 to $72,420	41,832	34,300	43,230	49,789
Southeast N=69 Range=$20,500 to $68,480	37,005	29,509	35,657	43,687
West & Southwest N=116 Range=$19,500 to $71,000	46,167	36,993	45,594	55,350
All Regions N=415 Range=$16,233 to $98,100	44,111	35,333	44,000	51,530

All Academic and Public Libraries

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=330 Range=$14,579 to $98,100	42,767	33,083	41,393	50,409
Great Lakes & Plains N=224 Range=$14,742 to $83,000	38,437	28,837	37,839	47,856
Southeast N=217 Range=$10,335 to $68,480	34,300	26,030	34,250	41,485
West & Southwest N=276 Range=$15,100 to $77,360	42,648	31,850	43,416	52,818
All Regions N=1047 Range=$10,335 to $98,100	40,054	30,000	38,871	48,000

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1989

Department Head/Branch Head (Page 1 of 3)

Manages operation of a library unit which is physically separate from the main library (e.g., a branch or a department library) or of one aspect of the operation of the main library (e.g., Reference Department, Serials Department, Children's Department, Systems Office).

Medium-sized Public Library
(Serving a population of from 25,000 to 99,999)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=187 Range=$11,466 to $48,950	27,830	23,375	26,389	31,112
Great Lakes & Plains N=200 Range=$11,950 to $47,433	25,320	20,965	25,000	28,810
Southeast N=63 Range=$11,221 to $38,321	22,878	18,702	22,057	26,339
West & Southwest N=103 Range=$16,600 to $43,260	30,614	24,360	31,537	36,060
All Regions N=553 Range=$11,221 to $48,950	26,877	21,920	25,782	31,004

Large Public Library
(Serving a population of 100,000 or more)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=545 Range=$15,300 to $57,315	33,715	27,992	34,054	38,146
Great Lakes & Plains N=515 Range=$15,576 to $57,710	32,873	27,048	32,568	37,417
Southeast N=431 Range=$14,183 to $47,502	29,845	24,939	29,796	34,371
West & Southwest N=465 Range=$17,580 to $55,825	33,896	28,692	34,847	38,604
All Regions N=1956 Range=$14,183 to $57,710	32,683	27,000	32,858	37,056

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1989

Manages operation of a library unit which is physically separate from the main library (e.g., a branch or a department library) or of one aspect of the operation of the main library (e.g., Reference Department, Serials Department, Children's Department, Systems Office).

2-Year College

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=20 Range=$22,075 to $54,723	38,425	29,732	36,357	48,000
Great Lakes & Plains N=9 Range=$24,440 to $63,812	40,969	33,588	35,808	50,000
Southeast N=20 Range=$21,500 to $48,000	36,881	30,483	36,259	43,983
West & Southwest N=7 Range=$22,660 to $35,408	28,403	23,480	25,853	33,456
All Regions N=56 Range=$21,500 to $63,812	37,030	29,364	35,397	45,606

4-Year College

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=27 Range=$15,800 to $49,733	30,669	23,760	29,850	37,000
Great Lakes & Plains N=19 Range=$14,650 to $38,600	24,213	19,257	22,730	27,200
Southeast N=21 Range=$17,850 to $34,800	26,197	21,000	27,000	31,050
West & Southwest N=31 Range=$16,223 to $40,608	28,730	24,000	28,640	33,840
All Regions N=98 Range=$14,650 to $49,733	27,846	22,400	27,350	31,600

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1989

Manages operation of a library unit which is physically separate from the main library (e.g., a branch or a department library) or of one aspect of the operation of the main library (e.g., Reference Department, Serials Department, Children's Department, Systems Office).

University

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=384 Range=$21,250 to $71,656	38,148	32,027	37,490	43,241
Great Lakes & Plains N=239 Range=$13,200 to $60,800	33,698	28,321	32,350	39,000
Southeast N=179 Range=$15,800 to $62,900	31,271	27,000	30,000	35,964
West & Southwest N=301 Range=$18,648 to $67,422	38,388	29,916	35,914	45,400
All Regions N=1103 Range=$13,200 to $71,656	36,133	29,654	34,500	41,100

All Academic and Public Libraries

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=1163 Range=$11,466 to $71,656	34,242	27,990	33,750	39,528
Great Lakes & Plains N=982 Range=$11,950 to $63,812	31,442	25,480	30,966	36,623
Southeast N=714 Range=$11,221 to $62,900	29,678	24,888	29,471	34,426
West & Southwest N=907 Range=$16,223 to $67,422	34,795	28,416	34,500	39,456
All Regions N=3766 Range=$11,221 to $71,656	32,780	26,602	32,091	37,608

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1989

Reference/Information Librarian (Page 1 of 3)

Locates information for library users or helps users find it. Answers questions and gives instruction about the use of the library. May select materials for the reference collection or general collection. May use computers to conduct database searches.

Medium-sized Public Library
(Serving a population of from 25,000 to 99,999)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=149 Range=$12,995 to $51,352	25,303	21,414	24,768	28,217
Great Lakes & Plains N=138 Range=$15,435 to $36,352	22,983	19,265	22,329	26,000
Southeast N=45 Range=$15,500 to $31,526	21,677	18,818	20,528	23,747
West & Southwest N=75 Range=$15,600 to $35,048	25,964	20,485	26,314	31,752
All Regions N=407 Range=$12,995 to $51,352	24,237	20,050	23,472	27,404

Large Public Library
(Serving a population of 100,000 or more)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=657 Range=$15,694 to $44,749	27,044	23,533	26,330	30,034
Great Lakes & Plains N=633 Range=$14,273 to $42,977	27,531	23,021	26,820	31,694
Southeast N=362 Range=$15,696 to $43,035	25,585	22,692	24,526	28,279
West & Southwest N=623 Range=$15,610 to $40,118	28,524	22,751	29,107	32,475
All Regions N=2275 Range=$14,273 to $44,749	27,353	23,007	26,688	31,539

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1989

Locates information for library users or helps users find it. Answers questions and gives instruction about the use of the library. May select materials for the reference collection or general collection. May use computers to conduct database searches.

2-Year College

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=44 Range=$21,000 to $63,402	35,681	30,575	33,839	40,336
Great Lakes & Plains N=38 Range=$18,500 to $56,000	39,784	31,200	40,834	50,814
Southeast N=39 Range=$19,000 to $50,962	34,557	29,891	33,552	41,567
West & Southwest N=57 Range=$19,416 to $69,920	39,993	33,372	38,667	45,178
All Regions N=178 Range=$18,500 to $69,920	37,692	30,885	36,653	44,220

4-Year College

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=41 Range=$18,000 to $49,410	27,357	22,500	25,000	31,700
Great Lakes & Plains N=38 Range=$16,275 to $36,636	22,832	18,000	20,182	25,000
Southeast N=27 Range=$17,333 to $39,778	24,619	21,300	24,157	27,300
West & Southwest N=27 Range=$12,852 to $34,667	25,747	22,500	26,000	29,564
All Regions N=133 Range=$12,852 to $49,410	25,182	20,750	24,000	28,000

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1989

Locates information for library users or helps users find it. Answers questions and gives instruction about the use of the library. May select materials for the reference collection or general collection. May use computers to conduct database searches.

University

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=429 Range=$17,000 to $65,302	31,670	25,755	29,600	35,612
Great Lakes & Plains N=243 Range=$16,030 to $60,336	28,960	23,000	27,428	32,816
Southeast N=203 Range=$12,000 to $45,239	26,148	22,200	25,510	29,079
West & Southwest N=331 Range=$16,295 to $63,562	31,553	24,548	29,230	36,408
All Regions N=1206 Range=$12,000 to $65,302	30,162	24,157	28,370	33,740

All Academic and Public Libraries

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=1320 Range=$12,995 to $65,302	28,648	23,780	27,577	32,052
Great Lakes & Plains N=1090 Range=$14,273 to $60,336	27,537	22,157	26,317	31,694
Southeast N=676 Range=$12,000 to $50,962	25,973	22,291	24,898	29,170
West & Southwest N=1113 Range=$12,852 to $69,920	29,773	23,500	29,136	33,983
All Regions N=4199 Range=$12,000 to $69,920	28,227	23,000	27,000	32,052

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1989

Cataloger and/or Classifier (Page 1 of 3)

Organizes all types of material purchased and received by the library. Describes each item in standard format and assigns access points. Assigns subject headings and classification numbers to library materials. May use automated systems. May be involved with only descriptive cataloging or only subject cataloging/classification.

Medium-sized Public Library
(Serving a population of from 25,000 to 99,999)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=46 Range=$10,381 to $43,250	25,048	21,416	23,904	29,440
Great Lakes & Plains N=39 Range=$16,000 to $33,506	22,115	18,923	21,065	23,961
Southeast N=21 Range=$10,500 to $28,978	21,633	20,058	21,268	23,535
West & Southwest N=36 Range=$15,000 to $36,132	25,819	21,208	25,700	32,016
All Regions N=142 Range=$10,381 to $43,250	23,933	20,000	22,943	27,432

Large Public Library
(Serving a population of 100,000 or more)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=80 Range=$16,000 to $44,848	26,444	21,240	25,091	31,232
Great Lakes & Plains N=87 Range=$17,971 to $41,283	26,146	22,000	24,781	29,786
Southeast N=68 Range=$16,848 to $46,275	27,793	23,025	26,532	32,520
West & Southwest N=85 Range=$19,575 to $45,700	28,426	24,119	28,200	32,088
All Regions N=320 Range=$16,000 to $46,275	27,176	22,399	26,140	31,694

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1989

Cataloger and/or Classifier (Page 2 of 3)

Organizes all types of material purchased and received by the library. Describes each item in standard format and assigns access points. Assigns subject headings and classification numbers to library materials. May use automated systems. May be involved with only descriptive cataloging or only subject cataloging/classification.

2-Year College

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=25 Range=$20,890 to $50,735	34,378	27,736	35,105	40,000
Great Lakes & Plains N=20 Range=$11,707 to $64,000	34,091	26,311	30,872	41,329
Southeast N=14 Range=$19,100 to $40,036	30,107	28,000	31,071	32,640
West & Southwest N=19 Range=$21,066 to $69,920	42,624	32,432	39,412	51,329
All Regions N=78 Range=$11,707 to $69,920	35,544	27,736	33,764	40,840

4-Year College

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=23 Range=$19,000 to $52,000	27,156	21,681	26,050	29,050
Great Lakes & Plains N=24 Range=$15,500 to $45,000	24,228	22,000	22,000	28,523
Southeast N=19 Range=$17,000 to $37,485	25,361	21,250	24,380	29,760
West & Southwest N=18 Range=$13,644 to $33,260	23,438	20,000	22,925	26,800
All Regions N=84 Range=$13,644 to $52,000	25,117	21,450	22,972	28,600

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1989

Cataloger and/or Classifier (Page 3 of 3)

Organizes all types of material purchased and received by the library. Describes each item in standard format and assigns access points. Assigns subject headings and classification numbers to library materials. May use automated systems. May be involved with only descriptive cataloging or only subject cataloging/classification.

University

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=217 Range=$15,575 to $53,078	31,090	25,500	29,259	35,590
Great Lakes & Plains N=124 Range=$16,500 to $60,000	28,520	22,975	26,666	31,465
Southeast N=106 Range=$15,400 to $49,573	26,399	22,900	25,550	28,730
West & Southwest N=174 Range=$18,072 to $72,036	31,728	23,646	28,572	36,408
All Regions N=621 Range=$15,400 to $72,036	29,955	24,000	27,900	34,000

All Academic and Public Libraries

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=391 Range=$10,381 to $53,078	29,407	23,943	28,080	33,980
Great Lakes & Plains N=294 Range=$11,707 to $64,000	26,997	22,000	25,148	30,936
Southeast N=228 Range=$10,500 to $49,573	26,517	22,317	25,854	30,330
West & Southwest N=332 Range=$13,644 to $72,036	30,416	23,267	28,246	34,342
All Regions N=1245 Range=$10,381 to $72,036	28,577	22,793	27,048	32,475

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1989

Collection Development Librarian/Subject Bibliographer (Page 1 of 3)

Selects materials of all types. May focus on one or more specialized subject areas. May also facilitate acquisition, organization and use of library collections. May provide specialized reference service, compile bibliographies of library materials in a subject area or provide other specialized services.

Medium-sized Public Library
(Serving a population of from 25,000 to 99,999)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=21 Range=$15,816 to $44,120	24,921	18,462	23,298	30,183
Great Lakes & Plains N=20 Range=$16,100 to $36,352	25,614	22,430	24,736	29,736
Southeast N=5 Range=$15,982 to $27,284	22,918	20,064	24,438	26,820
West & Southwest N=5 Range=$20,000 to $38,844	28,511	20,377	26,028	37,308
All Regions N=51 Range=$15,816 to $44,120	25,349	20,000	24,544	30,183

Large Public Library
(Serving a population of 100,000 or more)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=50 Range=$16,700 to $53,979	33,068	26,054	31,814	40,248
Great Lakes & Plains N=52 Range=$17,437 to $49,713	30,713	27,454	28,191	34,249
Southeast N=42 Range=$16,770 to $40,961	30,060	24,953	31,512	34,057
West & Southwest N=56 Range=$20,520 to $45,720	31,406	26,760	31,666	34,572
All Regions N=200 Range=$16,700 to $53,979	31,358	26,677	31,200	34,572

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1989

Selects materials of all types. May focus on one or more specialized subject areas. May also facilitate acquisition, organization and use of library collections. May provide specialized reference service, compile bibliographies of library materials in a subject area or provide other specialized services.

2-Year College

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=9 Range=$24,779 to $52,759	36,622	28,437	35,315	41,156
Great Lakes & Plains N=8 Range=$20,900 to $47,854	33,380	25,613	30,047	43,484
Southeast N=4 Range=$21,548 to $40,697	29,879	24,604	28,635	35,153
West & Southwest N=12 Range=$24,500 to $62,020	41,802	31,957	41,689	49,669
All Regions N=33 Range=$20,900 to $62,020	36,903	28,437	35,315	45,334

4-Year College

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=6 Range=$23,100 to $43,780	31,001	27,100	29,862	32,300
Great Lakes & Plains N=16 Range=$25,007 to $40,000	34,761	35,000	35,000	35,634
Southeast N=3 Range=$16,000 to $28,920	23,781	16,000	26,424	28,920
West & Southwest N=4 Range=$24,600 to $32,100	28,475	26,300	28,600	30,650
All Regions N=29 Range=$16,000 to $43,780	31,980	28,000	32,400	35,000

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1989

Selects materials of all types. May focus on one or more specialized subject areas. May also facilitate acquisition, organization and use of library collections. May provide specialized reference service, compile bibliographies of library materials in a subject area or provide other specialized services.

University

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=99 Range=$18,600 to $74,894	37,680	29,791	36,995	43,716
Great Lakes & Plains N=68 Range=$19,300 to $60,644	32,047	25,829	31,430	36,078
Southeast N=42 Range=$16,996 to $48,775	29,885	25,000	28,826	34,020
West & Southwest N=73 Range=$19,000 to $61,044	36,619	28,136	35,700	42,900
All Regions N=282 Range=$16,996 to $74,894	34,886	27,000	33,375	40,000

All Academic and Public Libraries

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=185 Range=$15,816 to $74,894	34,717	26,572	32,356	41,156
Great Lakes & Plains N=164 Range=$16,100 to $60,644	31,169	26,196	29,629	35,000
Southeast N=96 Range=$15,982 to $48,775	29,408	24,635	29,115	33,604
West & Southwest N=150 Range=$19,000 to $62,020	34,600	28,000	32,648	38,655
All Regions N=595 Range=$15,816 to $74,894	32,853	26,278	31,526	37,836

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1989

Children's and/or Young Adult Services Librarian (Page 1 of 2)

Plans and conducts library services for children and/or young adults. Advises on reading materials. May select materials for the collection. May plan and conduct special programs and outreach services.

Medium-sized Public Library
(Serving a population of from 25,000 to 99,999)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=88 Range=$12,292 to $44,120	24,359	21,184	23,923	26,687
Great Lakes & Plains N=71 Range=$10,196 to $36,352	22,236	19,150	21,743	25,097
Southeast N=32 Range=$10,440 to $27,505	19,293	17,126	19,404	20,920
West & Southwest N=50 Range=$16,500 to $36,132	25,739	20,342	25,058	31,824
All Regions N=241 Range=$10,196 to $44,120	23,347	19,300	22,571	26,440

Large Public Library
(Serving a population of 100,000 or more)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=206 Range=$16,210 to $47,674	26,936	22,406	26,056	30,907
Great Lakes & Plains N=186 Range=$15,525 to $48,936	26,263	22,129	25,207	29,206
Southeast N=161 Range=$11,193 to $40,908	24,701	20,898	24,929	28,184
West & Southwest N=264 Range=$15,843 to $47,124	28,332	23,441	28,863	32,090
All Regions N=817 Range=$11,193 to $48,936	26,793	22,280	26,331	31,116

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1989

Children's and/or Young Adult Services Librarian (Page 2 of 2)

Plans and conducts library services for children and/or young adults. Advises on reading materials. May select materials for the collection. May plan and conduct special programs and outreach services.

All Public Libraries

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=294 Range=$12,292 to $47,674	26,165	22,275	25,214	30,035
Great Lakes & Plains N=257 Range=$10,196 to $48,936	25,150	21,424	24,374	28,577
Southeast N=193 Range=$10,440 to $40,908	23,804	19,660	23,759	26,532
West & Southwest N=314 Range=$15,843 to $47,124	27,919	22,610	27,822	32,090
All Regions N=1058 Range=$10,196 to $48,936	26,008	21,750	25,359	30,180

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1989

Beginning Librarian (Page 1 of 3)

Full-time staff member with a master's degree in library science, but no professional experience.

Medium-sized Public Library
(Serving a population of from 25,000 to 99,999)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=19 Range=$14,000 to $29,235	21,757	19,950	21,924	24,300
Great Lakes & Plains N=28 Range=$16,600 to $22,311	19,655	19,000	20,000	20,567
Southeast N=16 Range=$13,000 to $25,195	18,684	17,423	18,321	20,116
West & Southwest N=6 Range=$18,054 to $26,964	22,811	18,570	23,950	25,380
All Regions N=69 Range=$13,000 to $29,235	20,283	18,570	20,010	21,371

Large Public Library
(Serving a population of 100,000 or more)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=74 Range=$17,401 to $24,984	22,342	21,571	22,823	23,944
Great Lakes & Plains N=29 Range=$15,600 to $24,441	20,829	19,280	21,296	22,062
Southeast N=37 Range=$16,000 to $26,174	20,742	18,304	20,487	22,182
West & Southwest N=47 Range=$16,619 to $29,910	21,525	19,575	20,244	24,190
All Regions N=187 Range=$15,600 to $29,910	21,586	19,608	21,673	23,218

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1989

Full-time staff member with a master's degree in library science, but no professional experience.

2-Year College

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=4 Range=$26,000 to $31,000	28,500	27,000	28,500	30,000
Great Lakes & Plains N=5 Range=$21,300 to $31,800	26,771	24,948	27,443	28,364
Southeast N=3 Range=$24,000 to $27,000	25,533	24,000	25,600	27,000
West & Southwest N=8 Range=$18,600 to $60,213	35,976	26,228	30,117	48,154
All Regions N=20 Range=$18,600 to $60,213	30,613	25,477	27,639	31,400

4-Year College

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=11 Range=$17,000 to $30,600	21,822	18,550	20,400	24,800
Great Lakes & Plains N=4 Range=$17,500 to $37,000	26,158	20,483	25,067	31,833
Southeast N=2 Range=$17,500 to $24,000	20,750	17,500	20,750	24,000
West & Southwest N=8 Range=$20,000 to $33,000	24,582	22,464	24,000	25,363
All Regions N=25 Range=$17,000 to $37,000	23,313	20,000	23,500	24,800

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1989

Full-time staff member with a master's degree in library science, but no professional experience.

University

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=32 Range=$20,000 to $32,500	23,802	21,000	23,888	25,000
Great Lakes & Plains N=22 Range=$14,220 to $27,900	21,072	20,000	21,000	21,500
Southeast N=23 Range=$16,500 to $25,000	20,132	18,900	20,000	21,612
West & Southwest N=41 Range=$17,300 to $41,785	21,883	19,454	21,336	23,870
All Regions N=118 Range=$14,220 to $41,785	21,911	20,000	21,116	23,977

All Academic and Public Libraries

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=140 Range=$14,000 to $32,500	22,732	21,000	22,823	24,350
Great Lakes & Plains N=88 Range=$14,220 to $37,000	21,096	19,280	20,667	21,754
Southeast N=81 Range=$13,000 to $27,000	20,340	18,304	20,001	21,780
West & Southwest N=110 Range=$16,619 to $60,213	23,002	19,575	21,336	24,480
All Regions N=419 Range=$13,000 to $60,213	21,997	19,596	21,296	23,944

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1989

3
Discussion

GENERAL COMMENTS ON RESULTS

People interested in a particular type of library or a particular type of work, or a particular region will have their own way of drawing conclusions from the results of this survey. However, the results may be summarized in a very general way by observing mean salaries paid to particular positions, mean salaries paid by particular types of libraries, or mean salaries paid in particular parts of the U.S.

Salaries by Position

The seven positions are shown in rank order by mean of salaries paid on Table 1. The positions are in the 1989 order with an asterisk marking one position that was in a different rank order in 1988. Two additional columns are also given: a column showing the dollar amount of change from 1988 to 1989 and a column indicating the percent of change.

Table 1. Rank Order of Position Titles by Mean of Salaries Paid

Title	89 Salary	88 Salary	Difference	
			Amt	%
Director	43,623	40,076	3,547	9
Deputy/Associate/Assistant Director	40,054	35,249	4,805	14
Collection Development Librarian/ Subject Bibliographer	32,853	29,392	3,461	12
Department Head/Branch Head	32,780	29,318	3,462	12
Cataloger and/or Classifier	28,577	25,284*	3,293	13
Reference/Information Librarian	28,227	25,830	2,397	9
Children's and/or Young Adult Services Librarian	26,008	22,576	3,432	15

SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1989

The percentage increase over the past year is greater than the general increase in comparable occupations reported by the U.S. Bureau of Labor Statistics in the April 1989 Monthly Labor Review. A table entitled "Employment Cost Index, wages and salaries by occupation and industry group" shows that civilian workers consisting of private industry, state and local government, but excluding farm, household, and federal government workers, received an average 4.1 percent increase in 1988 over the previous year. White collar workers received an average increase of 5 percent in 1988.

The unusually high increase in librarian salaries is probably due to a combination of factors. Three are related to the job market for librarians: there is a general shortage of job seekers as evidenced by registration at OLPR's placement center at recent conferences; special shortages exist in some areas, notably for catalogers and children's librarians--two of the positions which increased the most from 1988 to 1989; some librarians have been successful recently in winning salary adjustments through pay equity cases. Two factors are related to survey procedures: the 1989 sample included different libraries than the 1988 sample; telephone calls were made to directors of libraries that reported salaries under $15,000 to find out if such salaries were for full-time, professional work and 106 such salaries were deleted because they were not (see "Salaries below $15,000" below).

Salaries by Type of Library

When one considers salaries by type of library it is useful to separate positions into three groups: the two top administrative positions found in all types of libraries (Director, Deputy/Associate/Assistant Director) and the other four positions found in all libraries: (Department Head/Branch Head, Reference/Information Librarian, Cataloger and/or Classifier, and Collection Development Librarian/Subject Bibliographer); and the one position found primarily in public libraries (Children's and/or Young Adult Services Librarian).

The mean of salaries paid is highest in large public libraries for Director and lowest in medium-sized public libraries. For Deputy/Associate/Assistant Director, the mean is highest in university libraries and lowest in four-year colleges. For the other four common positions, the mean is highest in 2-year colleges and lowest in medium-sized public libraries. For the position found only in public libraries--Children's and/or Young Adult Services Librarian--the mean of salaries paid is higher in large public libraries.

Salaries by Region of the U.S.

In order to determine which region has the highest salaries, we analyzed the seven positions and the five library size/type categories. When the region with the highest mean salary was marked for each position in each size/type category, West and Southwest was checked 58.8 percent of the time and North Atlantic was checked 29.4 percent of the time. Great Lakes and Plains was highest twice and Southeast was never highest. The lowest mean salary was in the Southeast 73.5 percent of the time. This pattern is similar to what has been observed in all previous surveys in this series.

COMPLICATING FACTORS

When designing this survey eight years ago, we were aware that several aspects of the patterns of employment in libraries would complicate our efforts. As we talked with respondents and users of the reports over the years, we gained additional insights into several factors which should be taken into consideration when using these results.

The Meaning of "Full-Time"

The questionnaire asked about salaries for full-time positions only, but full-time was not defined. There are at least two problems in this area: How many months in a year is full-time? How do you report people who work full-time in the library but part-time at one job and part-time at another?

The months in a year problem affects primarily academic libraries. In the 1982 survey we asked respondents to indicate the salaries which were for less than twelve months and an Appendix reported how often this happened. Because we were convinced that including these salaries as full-time distorted the means we reported, this procedure was changed in 1984. Respondents were asked to indicate the number of months a salary covered and the computer calculated twelve months at the same rate. This procedure was accepted by users of the 1984 report and has been followed in subsequent years. Appendix G shows how often less-than-twelve-month salaries occur.

Another complication related to the issue of "full-time" is the fact that one librarian may fill more than one position. For example: a public librarian may work part-time as a children's librarian and part-time as a cataloger; an academic librarian may be a reference librarian as well as a department head (of reference department). Survey instructions told the respondent:

> If a staff member works full-time but performs duties of more than one position, list him or her as incumbent in the position which you consider his or her major responsibility. List each staff member only once.

The Meaning of "Professional"

As noted earlier, the word "professional" was not defined, but each position was described in such a way that professional responsibility was clearly implied. Instructions told the respondent to list all incumbents in these positions "regardless of academic credentials." We decided to accept the judgment of the respondent that the salaries reported were for professional work but found out, when we called about low salaries (see below), that some respondents had doubts about whether a particular incumbent could be described as "professional." When such doubts were expressed we asked the respondent to make a decision based on the definitions in ALA's statement on "Library Education and Personnel Utilization." (See Appendix B, Policy 54.1, Section 8)

The questionnaire also requested another type of information which helped to ensure that only salaries for professional positions were included in this report. Following each position title and description was a line for "Position Title (if different from above)." When screening revealed such titles as "secretary," "library assistant" or "technical assistant" on that line, the salary information was not used.

Salaries Below $15,000

In previous years this report has described the methodology used to determine the cut-off point below which salaries were dropped as probably not being for full-time, professional work. The cut-off point in 1988 was $10,000. In preparation for the 1989 report, we decided to test the methodology developed earlier by calling directors of all libraries reporting salaries equal to or below $15,000 to ask if the salary was really for full-time, professional work. Of the 3,626 incumbents initially reported, 155 were receiving salaries below $15,000 (1.1%). They were reported by 85 libraries--6.8% of the 1,236 institutions responding to the survey. One of the three authors of this report talked to directors at almost all of these institutions. As a result, nine salaries were increased because an error had been made in the initial return and 106 salaries were dropped from the file because they were really not for full-time, professional work. In addition to the salaries we called to question, several salaries over $15,000 were dropped because the director identified them as not full-time or not professional. Such salaries had been reported primarily because the respondent overlooked the request for full-time incumbents or confused "professional" with "supervisory." In most cases the director had not originally completed the form but had assigned the responsibility to someone else.

Fifty-eight salaries less than or equal to $15,000 did remain in the file. All but six were in a public library and most of those were in a medium-sized public library. Half of the salaries less than or equal to $15,000 were reported by libraries in southern states. In most cases the director was regretful that such a low salary was paid for full-time, professional work but was unable to do anything about it due to local circumstances.

Job Levels or Faculty Ranks

The wording of this questionnaire is based on an assumption that librarians are compensated at a particular amount for doing a particular job (e.g., reference). However, in many libraries that is not true. Some libraries use a system of levels in their compensation structure (e.g., Librarian I, II, III, IV) to account for the background a person brings to a job and the amount of responsibility it entails. Compensation is based on level not on the type of work done as defined by our position descriptions. Some academic libraries pay salaries based on faculty rank rather than work done. In many academic libraries where librarians have faculty rank and titles they are compensated as Instructor, Assistant Professor, Associate Professor or Professor and not as any one of the position titles on our questionnaire. We did not attempt to account for this variety within the structure of our questionnaire. Respondents in most libraries were able to complete the questionnaire even though they used levels or ranks.

Several respondents and reviewers of this report have recommended in the past that we collect salary data for librarian levels or ranks. We have considered this seriously, but concluded that it would be at least as confusing as the current method due to the fact that levels and ranks mean different things in different libraries.

Appendix A

SALARY SURVEYS PROVIDING INFORMATION ON LIBRARY WORKERS

Most library salary surveys listed below are conducted on a regular schedule (annual or biennial) and on a regional or national basis. The library literature should be monitored for reports of one-time surveys by individual libraries or associations. Some state library agencies collect salary and benefits data as part of their ongoing statistical gathering efforts from libraries within their own state. There is wide variation, however, in what data are collected and how these are compiled and reported. Most collect only public library data. Academic and school library data may be collected by other state agencies.

In addition, some state library associations collect salary data, issue recommended salary guidelines, set minimum salaries for professional positions, or publish reports in association journals or newsletters. As of April 1989, sixteen states had established recommended minimum salaries. These include: Connecticut, Indiana, Iowa, Kansas, Louisiana, Maine, Massachusetts, New Jersey, New York, North Carolina, Ohio, Pennsylvania, Rhode Island, Vermont, West Virginia, and Wisconsin. Specific amounts are not listed here because these are regularly updated by the associations. The latest figures can be found in the most recent classified section of American Libraries or College & Research Libraries News. A list of state library agency and association addresses can be found in The Bowker Annual of Library and Book Trade Information.

Individual libraries will sometimes conduct private surveys of institutions of comparable size or in the same geographical area, either through an outside consulting firm or by calling libraries informally. For the most part, these surveys are not published, although the initiating library will often share results with participating libraries. Some librarians are also conducting surveys that compare their salaries with other professions and occupations within their jurisdiction in an effort to achieve pay equity with positions requiring comparable skills, effort, responsibilities and working conditions.

Academic Libraries

Association of Research Libraries. ARL Annual Salary Survey. Washington, D.C.: ARL.

The annual survey shows the number of filled positions, average years of experience, and average, median and beginning salaries for professional positions in all ARL libraries. In addition, tables present the number of staff, average salaries, and years of experience for 27 position categories and display findings on the present incumbents of these positions by sex and minority group membership, and by geographical location, size, and type of institution. Salaries for staff in law and medical libraries are presented in two separate series of tables. Salary data for staff in Canadian university libraries are also displayed in Canadian dollars.

Order from ARL, 1527 New Hampshire Ave., NW, Washington, D.C. 20036, 202/232-2466. The 1989 survey, published in December 1989, is available for $20/ARL members or $60/nonmembers.

College and University Personnel Association. Administrative Compensation Survey Report. Washington, D.C.: CUPA.

Annual survey collects data on 165 college and university administrative positions by type and size of institution. Directors of library services are included, as well as circulation, acquisition, reference, technical and public services librarians.

The survey is available from CUPA, 1233 20th St., NW, Suite 503, Washington, D.C. 20036, 202/429-0311; $55 for association members and $250 to nonmembers.

Librarian salary data from the 1987-88 CUPA Administrative Compensation Survey Report were summarized by Mary Jo Lynch of ALA's Office for Research in "Academic Librarian Salaries, 1987-1988" College and Research Libraries News 50:120-124 (February 1989). Tables are presented for director salaries by type and size of institution and enrollment and budget range. Summary tables are presented for circulation, acquisitions, reference, technical services and public services librarians. Detailed tables for these five positions are not included but may be ordered from CUPA for $5 plus 45¢ postage and SASE.

American Library Association. Association of College and Research Libraries. New England Chapter. Salary Survey of New England College Libraries. Chicago: ALA.

The New England Chapter publishes this survey, begun in 1986-87, on an annual basis. Included are four year undergraduate institutions in the six New England states. Overall average, median and beginning salaries are given for individual institutions and average salaries are given for 24 positions and by size of institution for 4 categories of staff. 1987-88 edition $5. Make check payable to ACRL/NEC Chapter. Contact Susan Baughman, University Librarian, Clark University, 950 Main St., Worcester, MA 01610.

Public Libraries

American Library Association. Public Library Association. Public Library Data Service Statistical Report. Chicago: PLA.

Information includes library-specific salaries for directors and beginning librarians for most public libraries serving 100,000 or more and for many smaller libraries, as well as basic library statistics. (Replaces statistical reports of the Urban Libraries Council and the Allen County, Indiana biennial report of statistics of public libraries serving 100,000.) The 1989 edition is available from ALA Order Services, 50 E. Huron St., Chicago, IL 60611, 312/944-6780 for $40 with the usual discounts for PLA and ALA members. The 1988 edition is available for $30.

International City Management Association. "Salaries of Municipal Officials" in Municipal Year Book. Washington, D.C.: ICMA.

Chief librarian salaries for public libraries are included with earnings of other city department heads. These are reported by geographic region, population size, city type (i.e., central, suburban, independent) and form of government. The mean, median, and first and third quartiles are included for libraries serving ten different population groups ranging from under 2,500 to over 1,000,000.

The Municipal Year Book is usually published in April or May of each year and includes salary data for previous year. For details, contact ICMA, 1120 G Street, NW, Washington, D.C. 20005, 202/626-4600.

Library salary data from the Municipal Year Book 1988 was summarized by Mary Jo Lynch and published in "Salaries of Library Directors," Public Libraries 28:40-43 (January/February 1989).

Memphis-Shelby County Public Library and Information Center. Statistics of Southern Public Libraries. Memphis, Tenn.

Annual survey of libraries with budgets of $700,000 or more in the southeastern and southwestern states gives salary information for individual libraries for chief librarian, assistant librarian, department head, beginning professional and two support staff positions. Contact Memphis Public Library, 1850 Peabody Ave., Memphis, TN 38104, 901/725-8855.

Sandstedt, Carl R. Salary Survey: West-North-Central States. St. Peters, Mo.: St. Charles City-County Library.

Annual survey provides data for directors, assistant directors, department heads, starting MLS, and several support positions for public libraries in West-North-Central States (North Dakota, South Dakota, Nebraska, Kansas, Minnesota, Iowa, Missouri). Average salaries are presented by size of library budget. Also includes per FTE costs, per capita support, per capita materials budget.

Usually available in April for current calendar year. Send $2.00 for first copy, $1.00 per additional copy to Salary Survey, St. Charles City-County Library, 425 Spencer Rd., Box 529, St. Peters, MO 63376, 314/441-2300.

School Libraries

Educational Research Service, Inc. National Survey of Salaries and Wages in Public Schools. Arlington, Va.: ERS.

Since 1974-75, ERS has published an annual report of salaries for public school personnel, which includes data for school librarians and library clerks. Usually published in three volumes, the report covers scheduled salaries for professional personnel and actual salaries paid for professional and support personnel by enrollment group, per pupil expenditure, and geographic region.

The 1988-89 report, published in 1989, costs $40 for each of the three volumes; available from ERS, 2000 Clarendon Blvd., Arlington, VA 22201, 703/243-2100.

Miller, Marilyn L., and Moran, Barbara. "Expenditures for Resources in School Library Media Centers," School Library Journal.

As part of a report every two years on budgets for and expenditures by school library media centers, some median and mean salary data for media specialists are reported by level of school. Included are comparisons of schools with and without district level library media coordinators. June 1989 issue has latest data.

National Education Association. Estimates of School Statistics. Washington, D.C.: NEA.

Annual statistical data for the 50 states and District of Columbia includes estimated average annual salaries of total instructional staff and of classroom teachers by state and region. Librarian data are not given separately, however, but grouped with teachers, principals, supervisors, guidance and psychological personnel and related instructional workers.

The annual compilation is usually available each spring. The 1987-88 report, published in 1988, is available for $14.95 for non-NEA members. Contact NEA Professional Library, PO Box 509, The Academic Building, Saw Mill Rd., West Haven, CT 06516, 203/934-2669.

Special Libraries

American Association of Law Libraries. Survey of Private Law Libraries. Chicago: AALL.

Published in 1988, the survey provides salary data for a variety of administrative and support staff positions and by functional areas, years of experience, size of library, and geographical region. Some benefits information is included.

Available for $150 from AALL, 53 W. Jackson Blvd., Suite 940, Chicago, IL 60604, 312/939-4764. The frequency of future surveys is still under consideration.

American Bar Association. Statistical Survey of Law School Libraries and Librarians. Indianapolis, Ind.: Indiana University School of Law.

Annual survey based on questionnaire by the American Bar Association to 174 law school libraries. Salary data are a small part of other statistics gathered. Includes median, average, high and low salaries of full time professional law librarians and support staff by school. Full report for $35 from the Consultant on Legal Education to the American Bar Association, School of Law, Indiana University, 735 W. New York Street, Indianapolis, IN 46202, 317/274-8071.

Association of Academic Health Sciences Library Directors and Houston Academy of Medicine-Texas Medical Center Library. Annual Statistics of Medical School Libraries in the United States and Canada. Houston, Texas.

Salaries are provided for director, associate director, division head, department head, other librarians, and entry level positions. Minimum, maximum and mean are provided for the positions and arranged by region.

Salary data for 1988-89 are included in the 11th edition, 1987-88. It is available at a cost of $40 for members of the Association of Academic Health Sciences Library Directors and $85 for nonmembers. This edition and previous editions may be ordered by contacting Ann Fenner, AAHSLD, 1133 M.D. Anderson Blvd., Houston, TX 77030, 713/797-1230.

Medical Library Association. "MLA Salary Survey." Chicago: MLA.

Triennial survey data cover geographic area, position level, type of institution, years of experience, education, primary area of responsibility, benefits, and other information.

The 1989 MLA member salary survey is available at a cost of $21.00 for members; $27.00 for non-members from MLA, 6 N. Michigan Ave., 3rd flr., Chicago, IL 60602, 312/419-9094. The 1986 edition is available in limited quantities from MLA.

Special Libraries Association. "SLA Triennial Salary Survey." Washington, D.C.: SLA.

Since 1967, SLA has conducted an in-depth salary survey of members every three years. Results are now issued as separate publications. Salaries are reported at the 25th, 50th (median) and 75th percentiles and contain breakdowns by industry, geographic region, administrative responsibility, sex, education level, and experience. Data for the U.S. and Canada are presented in separate tables. Annual updates, using a random sampling of 25 percent of the membership and an abbreviated questionnaire, were started in 1977 and are used in years between the triennial surveys. The results of the updates are published in Special Libraries.

The triennial survey data collected in 1988 was published in 1989 and sells for $25. Contact Special Libraries Association, 1700 18th St., N.W., Washington, D.C. 20009, 202/234-4700.

State Library Agencies

Council of State Governments. "COSLA/CSG Survey--Table 1 - Salary Data: State Library Agencies." Lexington, Ky.: CSG.

The annual survey of salary data for state library agencies compiled earlier by the Association of Specialized and Cooperative Library Agencies now is carried out by the Council of State Governments for the Chief Officers of State Library Agencies (COSLA). Included is information on the salary for each state for a variety of positions: state librarian, assistant director, director of reference or reader services, coordinator of LSCA/ESEA titles, senior supervisors or chief consultants, consultants, specialists, and beginning professionals.

To order, contact the Council of State Governments, Center for Management and Administration, Ironworks Pike, PO Box 11910, Lexington, KY 40578, 606/252-2291.

Other

Association for Library and Information Science Education. Library and Information Science Education Statistical Report. State College, Pa.: ALISE, 1980-.

Average and median salaries for faculty and administrators in ALISE member schools are provided in this annual report by sex, rank and term of appointment.

Back issues (1981-) of the report are available from ALISE, 5623 Palm Aire Dr., Sarasota, FL 34243, 813/355-1795 for $15 each plus postage and handling: $2.00 U.S. or $4.00 foreign. Current issue is $30.00 plus postage and handling. Annual report usually published in the summer.

College and University Personnel Association. National Faculty Salary Survey by Discipline and Rank in State Colleges and Universities. Washington, D.C.: CUPA.

College and University Personnel Association. National Faculty Salary Survey by Discipline and Rank in Private Colleges and Universities. Washington, D.C.: CUPA.

Annual surveys collect data for five faculty ranks in 51 disciplines and major fields. Communications, Communication Technologies, Computer and Information Sciences, and Library and Archival Sciences are included. The listings are for those who teach in library science programs, not those who hold faculty rank as academic librarians. Faculty Salary Surveys are each $25 to members and $50 to nonmembers from CUPA, 1233 20th St., NW, Suite 503, Washington, D.C. 20036, 202/429-0311.

Learmont, Carol L., and Van Houten, Stephen. "Placements and Salaries." Library Journal. Annual.

Annual survey since 1951 of recent graduates of ALA-accredited library education programs (usually published in a late summer or fall issue of Library Journal with data from previous calendar year.) For each reporting school, the low, high, average and median salaries are reported for men, women, and total placements. This information is also provided for five regions of the U.S. and Canada. Additional tables show the distribution of high and low salaries by type of library for men and women, the effect of experience on beginning salaries, and comparison of salaries by type of library. The latest listing, "Placements and Salaries 1987: The Upswing Continues" was published in Library Journal, October 15, 1988, pp. 29-36.

Employee Benefits

Although some states collect data on employee benefits, little information is collected on a regional or national level on a regular basis for library workers.

HBW Associates, Inc. Public Library Work Benefits Survey. Dallas, Tex.: 1989.

Results of a survey of 75 public libraries in 1989 provides salary ranges and average salaries for 5 staff levels, plus data on vacation days, holidays, sick leave, leave of absence, pension plans, health and life insurance, and other benefits. Available for $45.00, single copy and $89.00 for two copies, from HBW Associates, Inc., P.O. Box 710789, Dallas, TX 75371.

Salary Surveys for Other Library Workers and Related Information Professionals

For salary data on support staff or professional/specialist positions other than librarians, the following surveys are suggested as a start.

U.S. Department of Labor, Bureau of Labor Statistics Area Wage Surveys. Each year surveys are done in over eighty standard metropolitan areas. The surveys concentrate on clerical and manual labor occupations; however, these will be useful as a source of pay data for clerical positions. Specifies average workweek and mean, median, and middle pay rates, as well as vacation benefits, insurance and pension plans, and shift differential information.

The Bureau also publishes annual surveys of professional, administrative, technical and clerical positions. Primary fields covered are accounting, law, personnel management, engineering, chemistry, retail, clerical supervisory, drafting and clerical. These surveys may provide useful data on non-librarian professional or specialist positions and on clerical positions. The National Survey of Professional, Administrative, Technical, and Clerical Pay, 1988 is available as Bulletin 2317 for $5.00 from the Superintendent of Documents, GPO, Washington, D.C. 20402.

The Administrative Management Society, 4622 Street Rd., Trevose, PA 19047, 215/953-1040 conducts annual surveys of clerical, data processing and middle management jobs. These surveys sell for $135 each or 3 for $350.

American Society for Personnel Administration, 606 N. Washington Street, Alexandria, VA 22314 conducts an annual salary survey of human resource management professionals with Mercer-Meidinger-Hansen, Inc. (1417 Lake Cook Rd., Deerfield, IL 60015) who holds the copyright.

Abbott, Langer and Associates, 548 First St., Crete, IL 60417 conducts annual salary surveys for the following fields: legal and related jobs in business and industry; service department; nonprofit organizations; research and development; manufacturing; security/loss prevention; MIS/data processing; accounting/financial jobs; sales/marketing management; personnel/industrial relations; and inexperienced college graduates.

The Compensation in Nonprofit Organizations report contains information on salaries of Directors of Information with this type of employer. Mean, median, 1st & 3rd quartile, and 1st & 9th decile data, salary ranges, current salaries, and total compensation (salaries plus bonuses) are reported by length of experience, level of education, supervisory responsibility, type of nonprofit organization, total annual budget, geographic scope of organization, number of employees, region, state, and metropolitan area.

Annotations of over 1,000 salary surveys, both domestic and foreign, can be found in Available Pay Survey Reports: An Annotated Bibliography (3rd ed.) by Dr. Steven Langer (1988). Annotations are indexed by source, geographic area, type of employer, and job title/function/college curricula. (Available from Abbott, Langer & Associates, 548 First St., Crete, IL 60417.)

Datamation publishes an annual salary survey of computer and information systems personnel in an October or November issue. "What Are You Worth?" in the October 1, 1988 Datamation (pp. 53-66) reported on average salaries for positions in systems analysis, programming, database administration, data entry, office automation, and computer operations, by industry and metropolitan regions.

The Public Relations Journal publishes an annual survey of public relations personnel. See the June 1988 issue (pp. 26-30) for latest survey.

Appendix B

ALA POLICIES RELATING TO SALARY ISSUES

The following are policies endorsed by the ALA Council and included in the "ALA Policy Manual" which appears annually in the ALA Handbook of Organization.

Policy #54.3 Comparable Rewards

The American Library Association supports salary administration which gives reasonable and comparable recognition to positions having administrative, technical, subject, and linguistic requirements. It is recognized that all such specialist competencies can be intellectually vigorous and meet demanding professional operational needs. In administering such a policy, it can be a useful guide that, in major libraries, as many nonadministrative specialities be assigned to the top classifications as are administrative staff. Whenever possible there should be as many at the top rank with less than 30 percent administrative load as there are at the highest rank carrying over 70 percent administrative load.

Policy #54.8 The Library's Pay Plan

Libraries should have a well-constructed and well-administered pay plan based on systematic analysis and evaluation of jobs in the library and which will assure equal pay for equal work. (Note: For text of full statement, see section following listing of policies.)

Policy #54.9 Permanent Part-Time Employment

The right to earn a living includes a right to part-time employment on a par with full-time employment, including prorated pay and fringe benefits, opportunity for advancement and protection of tenure, access to middle and upper level jobs, and exercise of full responsibilities at any level.

ALA shall create more voluntarily chosen upgraded permanent part-time jobs in its own organization and supports similar action on the part of all libraries.

Policy #54.10 Equal Opportunity and Salaries

The American Library Association supports and works for the achievement of equal salaries and opportunity for employment and promotion for men and women.

The Association fully supports the concept of comparable wages for comparable work that aims at levels of pay for female-oriented occupations equal to those of male-oriented occupations; ALA therefore supports all legal and legislative efforts to achieve wages for library workers commensurate with wages in other occupations with similar qualifications, training, and responsibilities.

ALA particularly supports the efforts of those library workers who have documented, and are legally challenging, the practice of discriminatory salaries, and whose success will benefit all library workers throughout the nation.

Policy #54.18 Advertising Salary Ranges

ALA and its units establish as policy the practice of listing in all ALA publications the salary ranges established for open positions and the policy that salary ranges be given for positions listed in any placement services provided by ALA and its units.

ALA and its units establish as policy the practice of listing in all ALA publications printing classified advertisement for librarian positions a regional salary guide delineating the latest minimum salary figures recommended by state library associations and the practice of making available this salary guide with any placement services provided by ALA and its units.

Policy #54.1 Library Education and Personnel Utilization

Sec. 8 The title "Librarian" carries with it the connotation of "professional" in the sense that professional tasks are those which require a special background and education on the basis of which library needs are identified, problems are analyzed, goals are set, and original and creative solutions are formulated for them, integrating theory into practice, and planning, organizing, communicating, and administering successful programs of service to users of the library's materials and services. In defining services to users, the professional person recognizes potential users as well as current ones, and designs services which will reach all who could benefit from them.

Sec. 9 The title "Librarian" therefore should be used only to designate positions in libraries which utilize the qualifications and impose the responsibilities suggested above. Positions which are primarily devoted to the routine application of established rules and techniques, however useful and essential to the effective operation of a library's ongoing services, should not carry the word "Librarian" in the job title.

Sec. 11 The salaries for each (personnel) category should offer a range of promotional steps sufficient to permit a career-in-rank. The top salary in any category should overlap the beginning salary in the next higher category, in order to give recognition to the value of experience and knowledge gained on the job.

Sec. 19 Administrative responsibilities entail advanced knowledge and skills comparable to those represented by any other high-level specialty, and appointment to positions in top administration should normally require the qualifications of a Senior Librarian with a specialization in administration. This category, however, is not limited to administrators, whose specialty is only one of several specializations of value to the library service. There are many areas of special knowledge within librarianship which are equally important and to which equal recognition in prestige and salary should be given. Highly qualified persons with specialist responsibilities in some aspects of librarianship--archives, bibliography, reference, for example--should be eligible for advanced status and financial rewards without being forced to abandon for administrative responsibilities their areas of major competence.

Policy #54.7 Security of Employment for Library Employees

Security of employment, as an elementary right, guarantees specifically.....a sufficient degree of economic security to make employment in the library attractive to men and women of ability.

Full Text of Policy # 54.8: The Library's Pay Plan*

The American Library Association believes that an important factor in establishing and maintaining good library service is adequate pay for library employees as exemplified in a well-constructed and well-administered pay plan. A knowledge of the principles on which sound salary administration is based must be the foundation of an equitable pay plan. To aid the library's governing board, its administration, and its staff in the formulation, promulgation, and operation of such a pay plan, the ALA Board on Personnel Administration sets forth in a series of related statements the principles of salary planning and administration.

1. A sound pay plan will be predicated on a systematic analysis and evaluation of jobs in the library, and will reflect the current organization and objectives of the library, recognizing different levels of difficulty and responsibility inherent in various positions, whether these are classifed as professional, nonprofessional, administrative, specialist, maintenance, or trade; the relationship among positions in terms of difficulty and responsibility will thus be expressed in a unified plan which will integrate all types of service and will assure equal pay for equal work.

2. An equitable salary schedule will be provided for each class of position which is comparable to that received by persons employed in analogous work in the area and required to have analogous training and qualifications.

   The salaries of nonprofessional employees, maintenance and skilled trade workers employed by the library system will compare with those of local workers performing similar duties. The salary schedules for professional library positions, in the case of the community where the pay scale does not meet competing rates outside, may need to exceed the prevailing local level for other professional personnel. Since the recruiting of professionally trained librarians is on a nation-wide basis, the library system must compete with rates paid in the country as a whole in order to obtain and retain a high quality of professional personnel. In libraries in educational institutions (elementary, secondary, and higher education) the professional librarians will normally be on the faculty pay plan, with the salary schedules of the various classes of faculty rank adjusted to compensate equitably for such factors as shorter vacations and longer work week; where a separate pay plan is used, it will be comparable with that of the faculty and adjusted to compensate equitably for such factors as vacation and work week.

3. An equitable salary schedule will provide for each class of position a minimum and a maximum salary and a series of increments within each salary range, such increments to be granted on the basis of demonstrated competence, individual development (whether through growth on the job or through formal education), and attitude.

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*Note: This policy was passed by the ALA Council in July 1955. It still remains a useful statement regarding the administration of a library's pay plan. Readers should note, however, that the references to the Board on Personnel Administration are not applicable since this unit is no longer in existence.

4. The library system in developing a pay plan, and in reviewing it to maintain its adequacy, will identify one or more key positions in the professional and in the other services, set salary schedules for these positions which are comparable to prevailing rates for such positions, and develop and adjust the salary schedule for other levels of positions in relation to the salary schedules set for each of these key positions.

5. The pay plan ladder consisting of the salary schedules for the various classes of positions will provide an orderly progression from the lowest to the highest schedule, with each schedule reflecting properly the difference in level of duties and responsibilities of positions in that classification from those in the schedule below and above it but without wide gaps or serious overlapping between schedules.

6. An equitable pay plan will reflect living costs in the community, the cost of maintaining an appropriate level of living, and the ability of the jurisdiction to pay for the service.

7. All policies and rules concerning the operation and administration of the pay plan will be set forth clearly in writing and will accompany the pay plan.

8. Though final approval and adoption of the pay plan and rules for its operation rest with the governing board and administration of the library, it is desirable that the library staff participates in the formulation of both the plan and its operating rules.

9. Each staff member will be informed of the salary schedule for his or her class of position, of the relation of that schedule to the pay plan as a whole, and of the policies and rules governing the operation of the plan.

The current studies of the ALA Board on Personnel Administration giving salary data for key positions will provide useful material for the library system in developing and maintaining the adequacy of its pay plan.

Appendix C

SELECTED BIBLIOGRAPHY ON COMPENSATION AND EMPLOYEE BENEFITS

Compiled by the
ALA Office for Library Personnel Resources

Note: The earlier editions of ALA Survey of Librarian Salaries contained selected citations on compensation that readers may wish to consult since many of the references are still useful. Items listed below have been published since the previous listings were compiled.

American Library Association. Office for Library Personnel Resources. Pay Equity: Issues and Strategies. Topics in Personnel Kit #9. Chicago: ALA, 1987.

Bookbinder, Stephen M. and Seraphin, Robert M. "Making Pay for Performance Work." Personnel 64: 66-69 (September 1987).

Burchman, Seymour; Dewey, Barbara; and Schneier, Craig Eric. "Unlocking Employee Performancce: Pay for Performance." Management Solutions 33: 23-29 (March 1989).

Cumming, Charles. "Linking Pay to Performance: Why Is It So Difficult?" Personnel Administrator 33: 47-52 (May 1988).

England, John D. "Developing a Total Compensation Policy Statement." Personnel 65: 71-73 (May 1988).

Franklin, Jerry. "For Technical Professionals: Pay for Skills and Pay for Performance." Personnel 65: 20-28 (May 1988).

Jacoby, Sanford M. and Mitchell, Daniel J. B. "Measurement of Compensation: Union and Nonunion." Industrial Relations 27: 215-231 (Spring 1988).

Kanter, Rosabeth Moss. "From Status to Contribution: Some Organizational Implications of the Changing Basis for Pay." Personnel 64: 12-37 (January 1987).

Kenady, Carolyn. Pay Equity: An Action Manual for Library Workers. Chicago: ALA, 1989.

Krull, Jeffrey R. "A Merit Pay Plan for Public Librarians." Library Journal 112: 34-37 (June 15, 1987).

Lerner, Mark. "Measuring Pay Costs in Your Organization Against Pay in Other Organizations." Personnel 65: 70-73 (August 1988).

O'Donnell, John B. "Employee Benefits in the Year 2000." Compensation and Benefits Review 19: 25-35 (September/October 1987).

Paine, Thomas H. "Benefits in the 1990s." Personnel Journal 67: 82-92 (March 1988).

Pattison, Robert M. "Fine Tuning Wage and Hour Practices." Personnel Journal 66: 166-169 (September 1987).

Rollins, Thomas. "Pay for Performance: The Pros and Cons." Personnel Journal 66: 104-111 (June 1987).

_____. "Pay for Performance: Is It Worth the Trouble?" Personnel Administrator 33: 42-46 (May 1988).

Schuster, Jay R. and Zingheim, Patricia K. "Merit Pay: Is It Hopeless in the Public Sector?" Personnel Administrator 32:83-84 (October 1987).

Sullivan, John F. "The Future of Merit Pay Programs." Compensation and Benefits Review 20: 22-30 (May/June 1988).

Van House, Nancy A. "Labor Market Segmentation and Librarian Salaries." Library Quarterly 57: 171-189 (April 1987).

Whitney, James L. "Pay Concepts for the 1990s, Part 1." Compensation and Benefits Review 20: 33-44 (March/April 1988).

_____. "Pay Concepts for the 1990s, Part 2." Compensation and Benefits Review 20: 45-50 (June 1988).

Wisdom, Barry and Patzig, Dennis. "Does Your Organization Have the Right Climate for Merit?" Public Personnel Management 16: 127-133 (Summer 1987).

Appendix D

TECHNICAL CONSIDERATIONS

Formation of Library Groups

As in previous years, the survey samples were selected from two library universes--public and academic. The public library universe included all public libraries serving populations of 25,000 or more. The public libraries were stratified into two classes--those serving populations of from 25,000 to 99,999 and those serving populations of 100,000 or more.

The academic library universe was stratified into three classes: 2-year college, 4-year college, and university. This stratification was based on the "Highest Level of Offering" categories used by the U. S. National Center for Education Statistics (NCES) in documentation for the latest available tape of the universe of colleges and universities. The first of these three classes represents the NCES category "One but less than four years." (Officials at NCES assured us that the vast majority were two years.) The second represents the NCES category "Four or five year baccalaureate." The third combines four categories: "first professional degree," "master's," "beyond master's but less than doctorate," "doctorate." The NCES tape was used because it contains addresses of institutions which are legally authorized to offer and are offering at least a one-year program of college level studies leading toward a degree.

Within each of these five strata, libraries were further stratified into four geographic areas used frequently by NCES: North Atlantic, Great Lakes and Plains, Southeast, and West and Southwest. A list of states included in each region is provided in Table D-7.

Sample Selection and Return

The public library sample was selected from a tape leased from Market Data Retrieval--a company that specializes in educational mailing lists. This tape included the director's name and a code to indicate the size of population served by the library. For academic libraries, tapes purchased from the National Center for Education Statistics were used in a two-step process. First, a tape of "Library Statistics of Colleges and Universities, 1985 Institutional Data" was used to identify institutions which should be excluded from the survey universe. Institutions were excluded if they had salary and benefit expenditures of less than $50,000. The remaining institutions were sampled from the 1987-88 tape of Institutional Characteristics of Colleges and Universities using the stratification plan described above.

Procedures used for the 1989 survey were similar to those used for previous surveys. The five library classes and four geographic areas were combined to form twenty groups from which samples were selected. The size of the sample for each type/size/geographic strata was determined by using a proportional sampling procedure that took into account the size of the population in each group and the expected return rate for the survey. Tables 1-6 show the size of each group, the size of the sample, and the size of the return.

Table D-1. Medium-Sized Public Libraries: Size of Group, Sample, Return

	Group	Sample		Return	
	#	#	% of group	#	% of sample
North Atlantic	385	131	34	105	80
Great Lakes and Plains	366	126	34	116	92
Southeast	397	136	34	109	80
West and Southwest	257	88	34	74	84
TOTAL	1405	481	34	404	84

Table D-2. Large Public Libraries: Size of Group, Sample, Return

	Group	Sample		Return	
	#	#	% of group	#	% of sample
North Atlantic	80	46	57	41	89
Great Lakes and Plains	111	48	43	43	90
Southeast	147	60	41	52	87
West and Southwest	133	68	51	56	82
TOTAL	471	222	47	192	86

Table D-3. 2-Year College Libraries: Size of Group, Sample, Return

	Group	Sample		Return	
	#	#	% of group	#	% of sample
North Atlantic	143	49	34	40	82
Great Lakes and Plains	166	57	34	48	84
Southeast	197	67	34	50	75
West and Southwest	230	79	34	67	85
TOTAL	736	252	34	205	81

Table D-4. 4-Year College Libraries: Size of Group, Sample, Return

	Group	Sample		Return	
	#	#	% of group	#	% of sample
North Atlantic	119	46	39	36	78
Great Lakes and Plains	138	47	34	36	77
Southeast	110	46	42	38	83
West and Southwest	40	40	100	30	75
TOTAL	407	179	44	140	78

Table D-5. University Libraries: Size of Group, Sample, Return

	Group	Sample		Return	
	#	#	% of group	#	% of sample
North Atlantic	308	105	34	93	89
Great Lakes and Plains	235	80	34	72	90
Southeast	207	71	34	62	87
West and Southwest	207	71	34	68	96
TOTAL	957	327	34	295	90

Table D-6. All Libraries Surveyed: Size of Group, Sample, Return

	Group	Sample		Return	
	#	#	% of group	#	% of sample
North Atlantic	1035	377	36	315	84
Great Lakes and Plains	1016	358	35	315	88
Southeast	1058	380	36	311	82
West and Southwest	867	346	40	295	85
TOTAL	3976	1461	37	1236	85

In addition to the 1,236 returns which were analyzed, we also received 12 outright refusals, eleven blank returns, and nine completed returns that were unusable for various reasons. Nine responses were received too late for inclusion.

Procedure

The first mailing of the questionnaire and cover letter was done in January, 1989. A postage-paid business reply envelope was enclosed to encourage response. Second and third mailings were sent to non-respondents.

At the Library Research Center (LRC) of the University of Illinois Graduate School of Library and Information Science, returns were screened, edited, entered into a microcomputer file, and analyzed using SPSS/PC+ (the microcomputer version of the Statistical Package for the Social Sciences.)

Table D-7. States in Four Regions of the U.S.

North Atlantic	Great Lakes and Plains	Southeast	West and Southwest
Connecticut	Illinois	Alabama	Alaska
Delaware	Indiana	Arkansas	Arizona
District of Columbia	Iowa	Florida	California
Maine	Kansas	Georgia	Colorado
Maryland	Michigan	Kentucky	Hawaii
Massachusetts	Minnesota	Louisiana	Idaho
New Hampshire	Missouri	Mississippi	Montana
New Jersey	Nebraska	North Carolina	Nevada
New York	North Dakota	South Carolina	New Mexico
Pennsylvania	Ohio	Tennessee	Oklahoma
Rhode Island	South Dakota	Virginia	Oregon
Vermont	Wisconsin	West Virginia	Texas
			Utah
			Washington
			Wyoming

Source: Statistics of Public Libraries, 1977-78 (NCES, 1982)

Appendix E

AMERICAN LIBRARY ASSOCIATION
50 EAST HURON STREET · CHICAGO, ILLINOIS 60611 · (312) 944-6780

January 5, 1989

Dear Colleague:

ALA needs your help in providing information to the library community regarding salaries paid for full-time professional positions in academic and public libraries of the U. S. Your institution has been selected as part of a random sample of libraries to whom the enclosed questionnaire has been sent. Only summary results will be reported; individual responses will not be identified.

ALA expects the results of this survey to be useful to many people in the library community who need to know what salary might be paid to someone in a particular type of library position or in a particular geographical area. This information is potentially useful to librarians applying for positions, to librarians setting salaries, and to many others interested in the compensation of librarians.

ALA collected and published similar information in 1982, 1984, 1986, and 1988. The latest report was published as ALA Survey of Librarian Salaries, 1988. With the 1989 questionnaire we are increasing the frequency of the survey. From now on we plan to collect and publish data annually--a feature many librarians have requested.

Because your library is one of a scientifically selected sample, your response is essential to the success of the survey. As an indication of our thanks, participants will receive the report at a special price (to be announced). Please complete the enclosed questionnaire and return it in the enclosed self-addressed, postage-paid envelope. Please return it as soon as possible, but no later than January 27, 1989. If you have questions about the survey, please call Mary Jo Lynch, Director, ALA Office for Research at 800-545-2433 (in Illinois 2444).

Sincerely yours,

Thomas Galvin
Executive Director
American Library Association

TG/vs

Enclosures (2)

Appendix F

AMERICAN LIBRARY ASSOCIATION SURVEY OF LIBRARIAN SALARIES, 1989

PART I. SALARIES PAID TO BEGINNING LIBRARIANS

A. Within the last 12 months has the library hired any full time staff with a master's degree in library science but no professional experience? Circle one

No (if so, skip to Part II) 1
Yes 2

B. What is the annual salary paid such staff? If the library hired more than one person, please list all annual salaries below as of January 1, 1989. If the incumbent works LESS than a 12 month year (including vacation) please report the salary and circle the appropriate number of months (9 or 10) for which the salary is paid.

Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary
	9		9		9		9
1	_____ 10	4	_____ 10	7	_____ 10	10	_____ 10
	9		9		9		9
2	_____ 10	5	_____ 10	8	_____ 10	11	_____ 10
	9		9		9		9
3	_____ 10	6	_____ 10	9	_____ 10	12	_____ 10

DO NOT REPEAT SALARIES OF THESE LIBRARIANS IN PART II.

PART II. SALARIES PAID TO LIBRARIANS IN SELECTED POSITIONS

This section of the questionnaire requests information on annual salaries for selected professional library positions. We realize that many libraries have positions that are not included in the questionnaire.

Each page in Part II contains descriptions of several specific library positions. If your library has one or more professional staff employed full-time whose major responsibilities are covered by the position description, please provide the information requested on the form unless the salary was listed in Part I, B. If a staff member works full time but performs duties of more than one position, list him or her as incumbent in the position which you consider his or her major responsibility. List each professional staff member only once and give the salary in its full-time equivalent. All incumbents in these positions should be included regardless of academic credentials and regardless of the number of months worked in a year.* If the incumbent works LESS than a 12 month year (including vacation) please report the salary and circle the appropriate number of months (9 or 10) for which the salary is paid.

For each position in which you have professional staff employed please provide the annual salary of each incumbent as of January 1, 1989 except for those reported in Part I, B. Give actual dollars paid. Do not include fringe benefits. If you need additional space please use separate sheets of paper. Be sure to indicate the POSITION TITLE as appropriate.

*If services are contributed (i.e., institution pays some expenses or an honorarium but not a true salary) please do not list the incumbent.

POSITION TITLE: Director

POSITION DESCRIPTION: Chief administrative officer of the library or library system. Plans and directs all aspects of the operation. May have job title such as Librarian or Head Librarian.

POSITION TITLE: (if different from above)_____

ANNUAL SALARY _____ 9/10

Note: Circle 9 or 10 ONLY if salary is for LESS than a 12 month year (including vacation).

POSITION TITLE: Deputy/Associate/Assistant Director

POSITION DESCRIPTION: Aids Director in planning and directing some or all aspects of library or library system. May manage a major aspect of the library operation (e.g., technical services, public services).

POSITION TITLE: (if different from above)_____

Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary
	9		9		9		9
1	_____ 10	4	_____ 10	7	_____ 10	10	_____ 10
	9		9		9		9
2	_____ 10	5	_____ 10	8	_____ 10	11	_____ 10
	9		9		9		9
3	_____ 10	6	_____ 10	9	_____ 10	12	_____ 10

POSITION TITLE: Department Head/Branch Head

POSITION DESCRIPTION: Manages operation of a library unit which is physically separate from the main library (e.g., a branch or a department library) or of one aspect of the operation of the main library (e.g., Reference Department, Serials Department, Children's Department, Systems Office).

POSITION TITLE: (if different from above)_____

Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary
	9		9		9		9
1	_____ 10	4	_____ 10	7	_____ 10	10	_____ 10
	9		9		9		9
2	_____ 10	5	_____ 10	8	_____ 10	11	_____ 10
	9		9		9		9
3	_____ 10	6	_____ 10	9	_____ 10	12	_____ 10

POSITION TITLE: Reference/Information Librarian

POSITION DESCRIPTION: Locates information for library users or helps users find it. Answers questions and gives instruction about the use of the library. May select materials for the reference collection or general collections. May use computers to conduct database searches.

POSITION TITLE: (if different from above)_____

Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary
	9		9		9		9
1	10	4	10	7	10	10	10
	9		9		9		9
2	10	5	10	8	10	11	10
	9		9		9		9
3	10	6	10	9	10	12	10

POSITION TITLE: Cataloger and/or Classifier

POSITION DESCRIPTION: Organizes all types of material purchased and received by the library. Describes each item in standard format and assigns access points. Assigns subject headings and classification numbers to library materials. May use automated systems. May be involved with only descriptive cataloging or only subject cataloging/classification.

POSITION TITLE: (if different from above)_____

Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary
	9		9		9		9
1	10	4	10	7	10	10	10
	9		9		9		9
2	10	5	10	8	10	11	10
	9		9		9		9
3	10	6	10	9	10	12	10

POSITION TITLE: Collection Development or Selection Librarian/Subject Bibliographer

POSITION DESCRIPTION: Selects materials of all types. May focus on one or more specialized subject areas. May also facilitate acquisition, organization and use of library collections. May provide specialized reference service, compile bibliographies of library materials in a subject area or provide other specialized services.

POSITION TITLE: (if different from above)_____

Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary
	9		9		9		9
1	10	4	10	7	10	10	10
	9		9		9		9
2	10	5	10	8	10	11	10
	9		9		9		9
3	10	6	10	9	10	12	10

POSITION TITLE: Children's and/or Young Adult Services Librarian

POSITION DESCRIPTION: Plans and conducts library services for children and/or young adults. Advises on reading materials. May select materials for the collection. May plan and conduct special programs and outreach services.

POSITION TITLE: (if different from above)_____

Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary
	9		9		9		9
1	10	4	10	7	10	10	10
	9		9		9		9
2	10	5	10	8	10	11	10
	9		9		9		9
3	10	6	10	9	10	12	10

A. Name and title of respondent*: _____

B. Telephone number: ( ) _____

*Neither libraries nor individuals will be identified in the report of this survey. The name of your library is given here so that we can avoid sending reminders to libraries who respond. The name and phone number of the person responding are requested because we may need to contact him or her if we have questions about this return.

Thank you very much! Please return by January, 27, 1989 in enclosed postage paid envelope to:

American Library Association
Office for Research
50 E. Huron Street
Chicago, Illinois 60611

PLACE LABEL HERE

Appendix G

SALARIES PAID FOR LESS THAN A TWELVE MONTH YEAR IN ACADEMIC LIBRARIES

Instructions on the questionnaire told the respondent:

If the incumbent works LESS than a 12 month year (including vacation) please report the salary and circle the appropriate number of months (9 or 10) for which the salary is paid.

A program was written to prorate these salaries to their twelve month equivalents for the purpose of reporting results of this survey. For each position in which nine or ten month salaries paid were reported, Table G gives the total number of incumbents, the number and percent of nine month salaries, the number and percent of ten month salaries and the total number and percent of nine and ten month salaries.

Table G. Salaries Paid for Less than a 12 Month Year in Academic Libraries by Position and Type of Library.

Position and Type of Library	All Incumbents	9-month		10-month		9 & 10 month	
	#	#	%	#	%	#	%
Director							
2-year college	191	13	7	16	8	29	15
4-year college	131	2	2	8	6	10	8
University	280	1	1	6	2	7	2
Deputy/Associate Assistant Director							
2-year college	61	7	11	10	16	17	28
4-year college	50	1	2	4	8	5	10
University	415	5	1	6	1	11	3
Department Head/Branch Head							
2-year college	56	7	12	7	12	14	25
4-year college	98	5	5	9	9	14	14
University	1103	21	2	26	2	47	4
Reference/Information Librarian							
2-year college	178	49	28	37	21	86	48
4-year college	133	16	12	15	11	31	23
University	1206	39	3	63	5	102	8
Cataloger and/or Classifier							
2-year college	78	19	24	11	14	30	38
4-year college	84	6	7	9	11	15	18
University	621	24	4	21	3	45	7
Collection Development Librarian/ Subject Bibliographer							
2-year college	33	8	24	6	18	14	42
4-year college	29	2	7	2	7	4	14
University	282	10	4	15	5	25	9